

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Friday, 10 January 2025**

Virtual Hearing

Name of Registrant:	Daniel William Lawrence
NMC PIN	18H0014E
Part(s) of the register:	Registered Nurse – Adult (September 2018)
Relevant Location:	Derby
Panel members:	Jill Wells (Chair, Lay member) Judith Francois (Registrant member) Simon Shevlin (Lay member)
Legal Assessor:	Michael Bell
Hearings Coordinator:	Sabrina Khan
Nursing and Midwifery Council:	Represented by Alban Brahimi, Case Presenter
Mr Lawrence:	Not present and unrepresented at this hearing
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	Interim conditions of practice order varied

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel was of the view that the public interest would be satisfied by the implementation of the following varied conditions:

For the purposes of these conditions, 'employment' and 'work' mean any paid or unpaid post in a nursing, midwifery or nursing associate role. Also, 'course of study' and 'course' mean any course of educational study connected to nursing, midwifery or nursing associates.

1. You must limit your practice to one substantive employer which must be Practice Plus Group.
2. If delivering clinical care to pregnant women, you must be accompanied by another registered nurse.
3. You must have monthly meetings with your line manager/mentor/supervisor to discuss the following:
 - a) Clinical case load.
 - b) Working within limits of your professional practice.
 - c) Escalating clinical concerns appropriately.
4. Produce a report to provide to the NMC prior to any review hearing, in respect of the following:
 - a) Clinical case load.
 - b) Working within limits of your professional practice.
 - c) Escalating clinical concerns appropriately.
5. You must keep the NMC informed about anywhere you are working by:
 - a) Telling your case officer within seven days of accepting or leaving any employment.

- b) Giving your case officer your employer's contact details.
6. You must keep the NMC informed about anywhere you are studying by:
- a) Telling your case officer within seven days of accepting any course of study.
 - b) Giving your case officer the name and contact details of the organisation offering that course of study.
7. You must immediately give a copy of these conditions to:
- a) Any organisation or person you work for.
 - b) Any employers you apply to for work (at the time of application).
 - c) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.
8. You must tell your case officer, within seven days of your becoming aware of:
- a) Any clinical incident you are involved in.
 - b) Any investigation started against you.
 - c) Any disciplinary proceedings taken against you.
9. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
- a) Any current or future employer.
 - b) Any educational establishment.
 - c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

The panel decided to vary this interim conditions of practice order and it will run for the remainder of the current interim order.

Unless Mr Lawrence's case has already been concluded, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, Mr Lawrence or the NMC may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim order.

At any review, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Mr Lawrence's case officer will write to him about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against Mr Lawrence. The NMC will write to Mr Lawrence when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to Mr Lawrence in writing.

That concludes this determination.